

CHIPPEWA LUCE MACKINAC COMMUNITY ACTION AGENCY
EARLY CHILDHOOD PROGRAMS

Annual Report



FY 24

WHO WE ARE

Head Start is a federally funded program that provides education, health/mental health, disability, nutrition, and family support services to engage families and ensure children enter school ready to learn and succeed. Since 1965 the Chippewa-Luce-Mackinac Community Action Agency has been providing high quality, comprehensive early childhood programs in the Eastern Upper Peninsula.

Education:

Head start parents and teachers work together to ensure each child receives individualized, educational instruction according to their strengths and needs. Educational services are designed to ensure all children grow physically, socially, intellectually, and emotionally.

Health, Dental, and Mental Health:

Comprehensive health care services are coordinated for every child to identify and address health, mental health, and dental problems early so that they do not interfere with a child's learning and development.

Disability Services:

The program coordinates with the Local Education Agencies (LEA) and other groups to provide high quality services that benefit children with disabilities and their families.

Nutrition:

Head Start assists families in meeting each child's nutritional needs while promoting the development of good eating habits and a healthy lifestyle.

Family Engagement Services:

The program uses a family centered approach to support and assist the families in developing skills necessary to identify their own strengths and goals, while effectively utilizing community resources to help achieve those goals.



OUR MISSION

Our Mission is to support children and families in realizing their potential by providing quality programs in partnership with our communities.

OUR LOCATIONS

Algonquin
Brimley
Cedarville
Drummond
Island
Kinross
Newberry
Rudyard
St. Ignace
Sault Ste. Marie
Soo Township

FEDERAL MONITORING

In the 2023-24 program year, CLMCAA did not have any scheduled monitoring visits.

Results from the most recent review (2022-23) were as follows: In May of 2023, The Administration of Children and Families conducted a Focus Area two monitoring review that incorporated both the Head Start and Early Head Start Programs compliance and performance. It was determined that there were no deficiencies, no areas of non-compliance, and only one area of concern. This area was solely in the area of qualifications of Early Head Start staff that need to obtain Child Development Credentials. To mitigate this concern, we have increased our partnerships with local community colleges and began a : “grow your own” program that focuses on professional development of new staff.



FINANCIAL OVERVIEW

The 2023-2024 fiscal year has demonstrated our commitment to prudent financial management and resource allocation, ensuring the effective operation of our Early Childhood Programs. Our most recent Financial Audit of FY 2024 received an unmodified opinion, with no findings or questioned costs.



Budget

Head Start Program/ T&TA: \$3,178,372 / \$29,710
Early Head Start Program/ T&TA: \$1,205,451 / \$22,636
Non Federal Share: \$1,109,043
Great Start Readiness Program/Transportation: \$579,187 / \$76,864
Child and Adult Care Food Program (CACFP): \$97,500

Grantee Expenditures Head Start/ EHS CACFP Fiscal Year 2023/24

Personnel: \$2,563,863
Fringe Benefits: \$803,824
Travel: \$40,544
Equipment: 0
Supplies and Food: \$377,220
Contractual: \$31,246
Training: \$52,346
Other: \$117,413
Total: \$3,986,456



Grantee Proposed Budget Head Start/ EHS CACFP Fiscal Year 2024/25

Personnel: \$2,578,587
Fringe Benefits: \$840,110
Travel: 0
Equipment: \$286,000
Supplies and Food: \$165,800
Contractual: \$18,020
Training: \$52,346
Other: \$495,306
Total: \$4,436,169

ERSEA OVERVIEW

**Funded Enrollment
FY23/24**

Head Start-212
Early Head Start-88
Great Start Readiness-110
Strong Beginnings-28

Eligibility, Recruitment, Selection, Enrollment, Attendance

This year, our program was placed under the Federal Enrollment Initiative, a designation that reflects challenges many programs across the country are facing in connecting eligible families to Head Start services. While this news was difficult, it has also been an opportunity to take a deep, honest look at how we serve our community—and how we can do better.

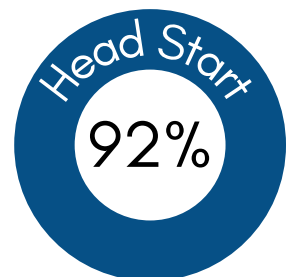
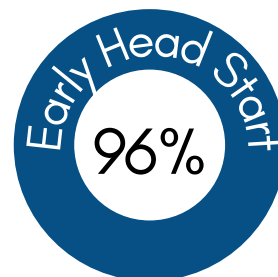
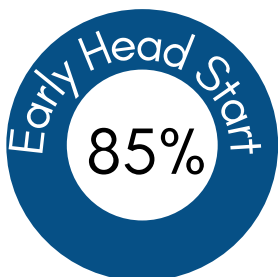
We've responded with urgency, creativity, and collaboration. Our team is:

- Conducting outreach in new ways—meeting families where they are, both in person and online.
- Listening to parents and caregivers to understand barriers to enrollment and participation.
- Building stronger partnerships with schools, housing programs, and community health providers.
- Exploring transportation solutions and flexible scheduling to better meet family needs.
- Reviewing internal systems to ensure every eligible child and family can easily access services.
- Implementing an onboarding and staff wellness program to increase staff support and retention.

We believe deeply in the promise of Head Start—that every child deserves a strong start, every family deserves respect and support, and every community is stronger when early learning is a priority. With focus, humility, and the support of our staff, families, and partners, we are on the path to re-enrollment and renewed growth.

**Average Monthly
Enrollment FY 23-24**

**Eligible Children
Served FY 23-24**



SCHOOL READINESS OVERVIEW

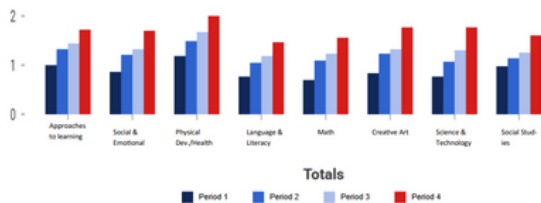


Efforts to Prepare Children for Kindergarten-and for Life

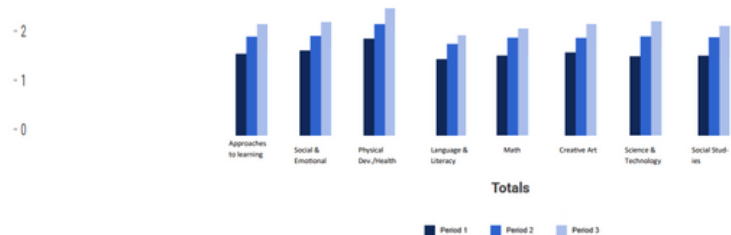
Throughout the 2023-24 program year, our team focused on intentional teaching, individualized support, and rich classroom experiences that promote growth across all domains of learning. We align our curriculum with the Head Start Early Learning Outcomes Framework and work closely with families to support children's development both in and out of the classroom.

We're proud to report that children in our program made measurable gains in all areas of development, as assessed by the HighScope COR Advantage tool. This growth reflects the impact of developmentally appropriate, relationship-centered learning that meets each child where they are.

Early Head Start 2023-2024



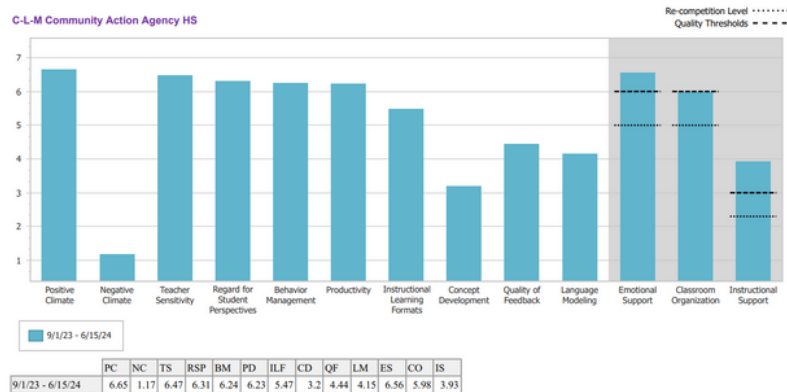
Preschool 2023-2024



We're also excited to share that our program received exceptional scores on the Classroom Assessment Scoring System (CLASS), a nationally recognized tool that measures the quality of teacher-child interactions. These scores reflect the strength of our teaching team and their deep commitment to creating nurturing, engaging, and instructionally rich learning environments.

CLASS Highlights:

- Emotional Support: 6.56
- Classroom Organization: 5.98
- Instructional Support: 3.93



These results affirm what we already know—our staff are doing incredible work, and our children are thriving because of it.

HEALTH & WELLNESS OVERVIEW

Comprehensive health services are a cornerstone of our commitment to each child's well-being and school readiness. In 2023-24, we provided: Developmental (ASQ) and Social Emotional screenings (ASQ-SE) within 45 days of enrollment, Hearing and Vision Screenings, Nutrition and Physical activities, and Mental Health consultations.

Disabilities Services and Support

Children with disabilities are not just welcomed into the program- they are embraced. We worked in close partnership with local school districts and early intervention agencies to support children with Individualized Education Plans (IEP's) and Individualized Family Service Plans (IFSP's). 13 children enrolled in Early Head Start had IFSP's; 8 of those were diagnosed during the program year. 23 children enrolled in Head Start had IEP's 12 of those were diagnosed during the program year.

Health Services

We partnered closely with area physicians and dentists to help families establish medical and dental homes and supported families with referrals when necessary. With the help from CLMCAA Early Childhood Programs, by the end of the program year:

Head Start

100% of children had a medical home

100% of children had health insurance

99.4% of children were up to date on immunizations

82% of children had a dental home

100% of children were up to date on preventative health care



Early Head Start

96.7% of children had a medical home

100% of children had health insurance

89.1% of children were up to date on immunizations

55.4% of children had a dental home

83.7% of children were up to date on preventative health care

FAMILY ENGAGEMENT OVERVIEW



We believe parents are their child's first and most important teacher. Family engagement isn't a checklist—it's a relationship. This year, we worked alongside families to build strong partnerships rooted in respect, communication, and shared goals.

What Family Engagement Looked Like in 2023-2024

- Goal-Setting & Support
- Every enrolled family had the opportunity to set individualized family goals with our staff, from improving housing stability to pursuing education and employment. We provided ongoing check-ins, encouragement, and resource referrals to help them reach those goals.
- Home Visits & Classroom Visits
- Our teaching staff completed at least 4 home visits and family-teacher conferences, creating meaningful connections and promoting shared understanding of each child's growth.
- Family Engagement Events & Workshops
- We hosted over 140 family events, including:
 - Literacy Nights
 - "Breakfast with a Buddy"
 - Apps and "Apps"- Recruitment and Appetizers
 - Kindergarten Transition Events
 - Budgeting & Wellness Workshops
- Volunteer & Leadership Opportunities
- Parents volunteered in classrooms, on field trips, and served on our Parent Committees and Policy Council, ensuring family voices helped shape program decisions.



“Head Start has helped me become more confident- not just as a parent, but as a person.” -Head Start Parent, August 2023

THE POWER OF VOLUNTEERS!



Volunteers are more than helpers—they are mentors, role models, storytellers, and difference-makers. Their time, presence, and generosity make our classrooms warmer, our communities stronger, and our impact deeper.

In 2023-24, over 916 parent volunteers gave their time to support our program totaling 38,604 hours! Community members and non-parents totaled 400 volunteers and 2,260 hours. Their contributions took many forms:

In the Classroom:

- Reading stories during circle time
- Assisting with art and science activities
- Helping with classroom prep and clean-up
- Supporting children during meals and outdoor play



On the Go:

- Chaperoning field trips and community walks
- Providing transportation for parent meetings and events
- Coordinating donations of clothing, books, and supplies

Behind the Scenes:

- Serving on Policy Council and Parent Committees
- Helping plan family engagement events
- Supporting recruitment and outreach



This data is a testament to the deep connection between our program and the community we serve. We are deeply grateful for every minute, every smile, and every helping hand. Volunteers are a living reminder that we're all in this together—and that it truly takes a village to raise a child.